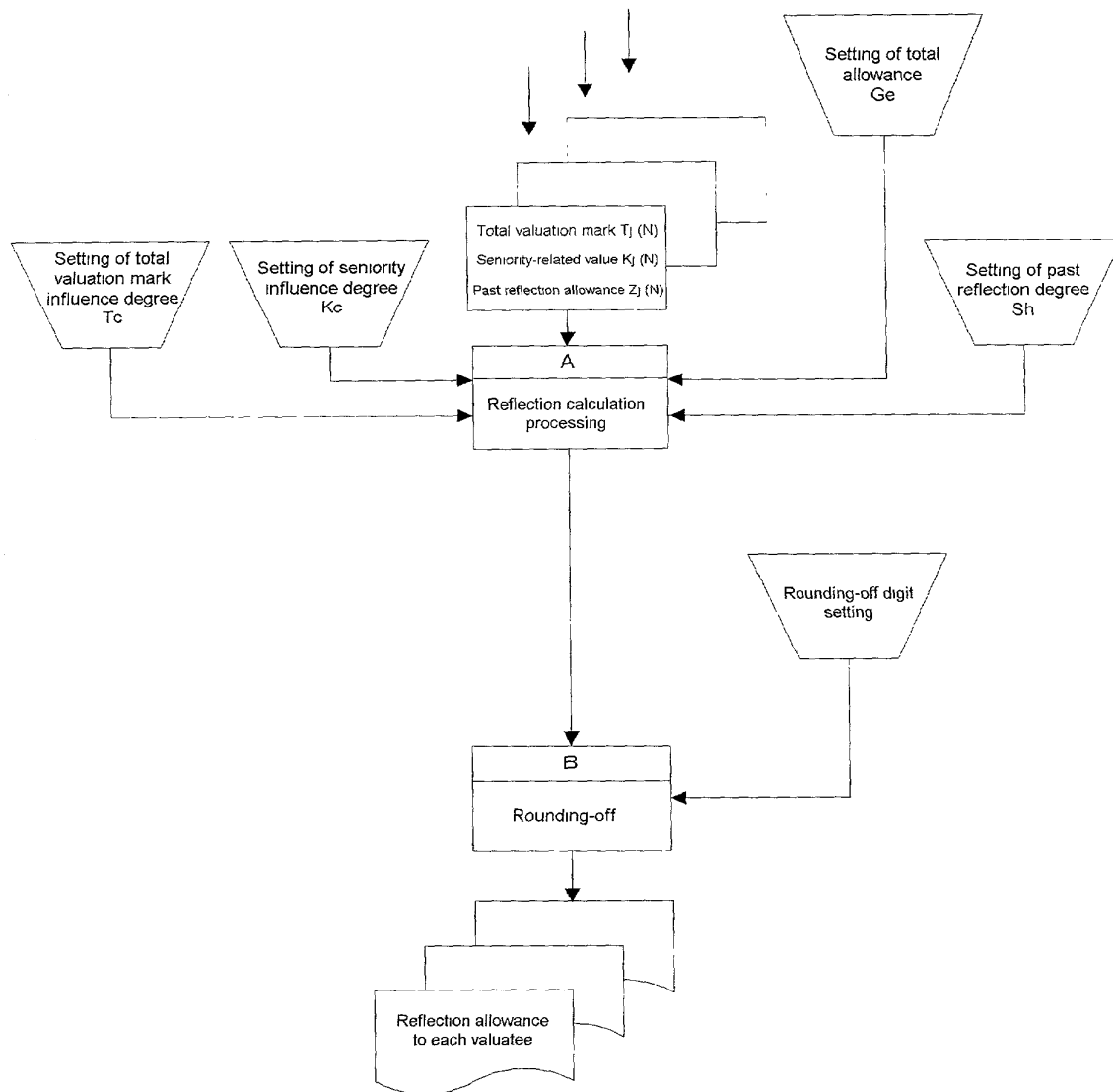


Fig. 1



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Fig. 2

Next Page (N) Preceding page (B) Reflection allowance clear (C) Data clear (resetting) (R) Display copy (C) End (selection) (E) Preceding group (M) Next group (T) Operation explanation (H)

Constant Tc 50

Constant Kc 170000

Constant Sh 0.5

Preceding allowance multiplier A 1.0322

File 1007 Group 7

Head office general job classes 1,2

2001-06-03

☒ Seniority Index check

Decision with self pertinent term valuation

Soft landing inclusive of past valuation

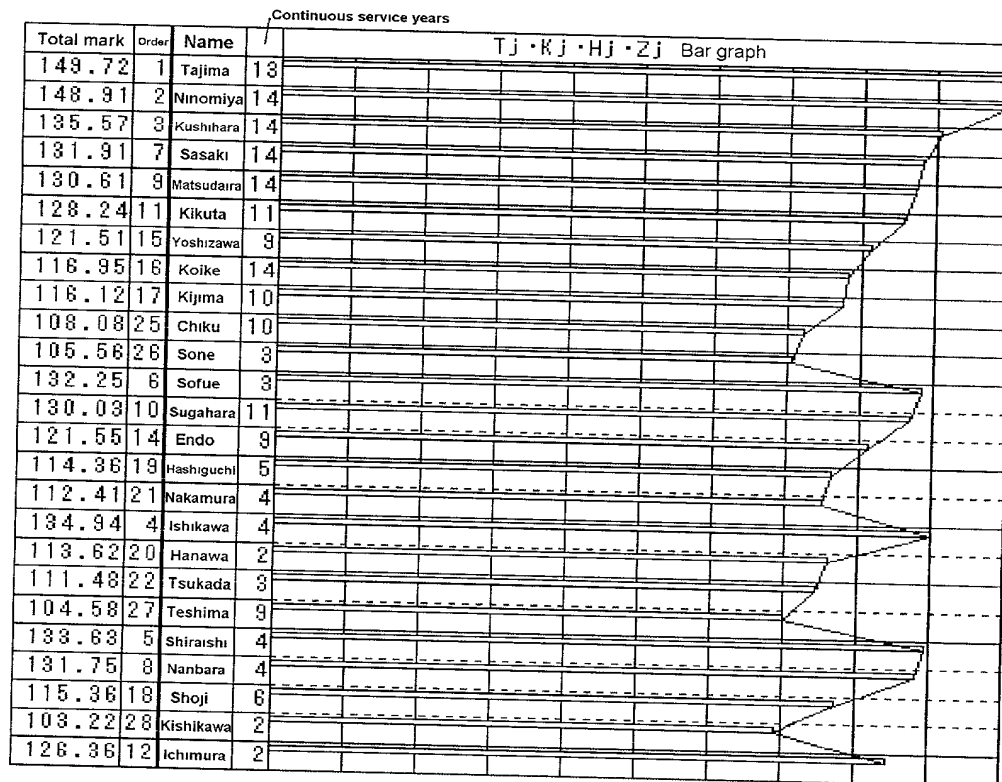
Reference allowance valuation mark order

No.	Name	Age	Group	Relativity	Valuation mark Tj	Seniority curve	Reference allowance Kj	Reflection allowance Hj	Total resources (G)
1	Keiko Tajima	7	58		149.72	1	234,000	931,800	19500000
2	Tsuyi Ninomiya	7	51	4	148.91	2	234,000	878,700	
3	Kotaro Kushihara	7	52		135.57	3	234,000	826,400	
4	Yasuhiko Sasaki	7	45	2	131.91	7	234,000	787,200	
5	Tadahiko Matsudaite	7	52	-4	130.61	9	234,000	806,400	
6	Joji Kikuta	7	57	-4	128.24	11	234,000	804,700	
7	Junichi Yoshizawa	7	46	-5	121.51	15	234,000	698,400	
8	Reiji Kake	7	49	-9	116.95	16	234,000	701,000	
9	Toshiko Kijima	8	51	2	116.12	17	234,000	717,000	
10	Motochika Chiku	8	57		108.08	25	234,000	671,500	
11	Kiyoshi Sone	8	40	-4	105.56	26	230,000	567,900	
12	Yoshihisa Sofue	7	39	0	132.25	6	229,000	543,200	
13	Minoru Sugihara	7	39		130.03	10	229,000	712,500	
14	Sumiko Endo	8	39	6	121.55	14	229,000	675,300	
15	Kojiro Hashiguchi	8	37	4	114.36	18	227,000	643,400	
16	Tadahiro Nakamura	8	37	2	112.41	21	227,000	634,100	
17	Nobuo Ishikawa	7	36	7	134.94	4	226,000	711,000	
18	Kimio Hanawa	8	36	5	113.62	20	226,000	612,800	
19	Moriobu Tsukada	7	35	-18	111.48	22	225,000	583,000	
20	Kotaro Teshima	8	35	1	104.58	27	225,000	546,800	
21	Eiko Shiraishi	7	34	7	133.63	5	220,000	646,400	
22	Norio Nanbara	7	34	4	131.75	8	220,000	601,200	
23	Mitsuo Shoji	8	32	2	115.36	18	220,000	578,000	
24	Naoeto Kishikawa	7	32	-11	103.22	28	220,000	422,600	
25	Hidehiko Ichimura	7	31	1	126.36	12	218,000	601,800	

Preceding term allowance Zj

No.	Name	Age	Group	Relativity	Valuation mark Tj	Seniority curve	Reference allowance Kj	Reflection allowance Hj	Total resources (G)
1	Keiko Tajima	7	58		149.72	1	234,000	931,800	19500000
2	Tsuyi Ninomiya	7	51	4	148.91	2	234,000	878,700	
3	Kotaro Kushihara	7	52		135.57	3	234,000	826,400	
4	Yasuhiko Sasaki	7	45	2	131.91	7	234,000	787,200	
5	Tadahiko Matsudaite	7	52	-4	130.61	9	234,000	806,400	
6	Joji Kikuta	7	57	-4	128.24	11	234,000	804,700	
7	Junichi Yoshizawa	7	46	-5	121.51	15	234,000	698,400	
8	Reiji Kake	7	49	-9	116.95	16	234,000	701,000	
9	Toshiko Kijima	8	51	2	116.12	17	234,000	717,000	
10	Motochika Chiku	8	57		108.08	25	234,000	671,500	
11	Kiyoshi Sone	8	40	-4	105.56	26	230,000	567,900	
12	Yoshihisa Sofue	7	39	0	132.25	6	229,000	543,200	
13	Minoru Sugihara	7	39		130.03	10	229,000	712,500	
14	Sumiko Endo	8	39	6	121.55	14	229,000	675,300	
15	Kojiro Hashiguchi	8	37	4	114.36	18	227,000	643,400	
16	Tadahiro Nakamura	8	37	2	112.41	21	227,000	634,100	

Fig. 3



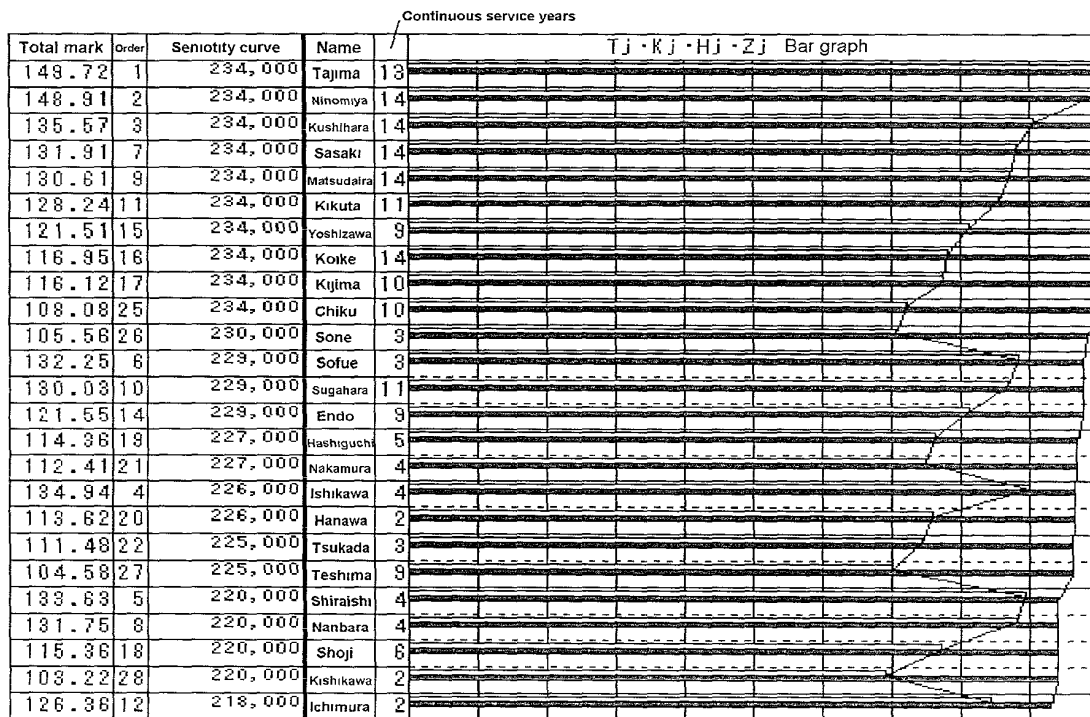
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Fig. 4

Seniority curve	Name	Continuous service years									
		Tj · Kj · Hj · Zj Bar graph									
234,000	Tajima	13									
234,000	Ninomiya	14									
234,000	Kushihara	14									
234,000	Sasaki	14									
234,000	Matsudaira	14									
234,000	Kikuta	11									
234,000	Yoshizawa	9									
234,000	Kolke	14									
234,000	Kijima	10									
234,000	Chiku	10									
230,000	Sone	3									
229,000	Sofue	3									
229,000	Sugahara	11									
229,000	Endo	9									
227,000	Hashiguchi	5									
227,000	Nakamura	4									
226,000	Ishikawa	4									
226,000	Hanawa	2									
225,000	Tsukada	3									
225,000	Teshima	9									
220,000	Shiraishi	4									
220,000	Nanbara	4									
220,000	Shoji	6									
220,000	Kishikawa	2									
218,000	Ichimura	2									

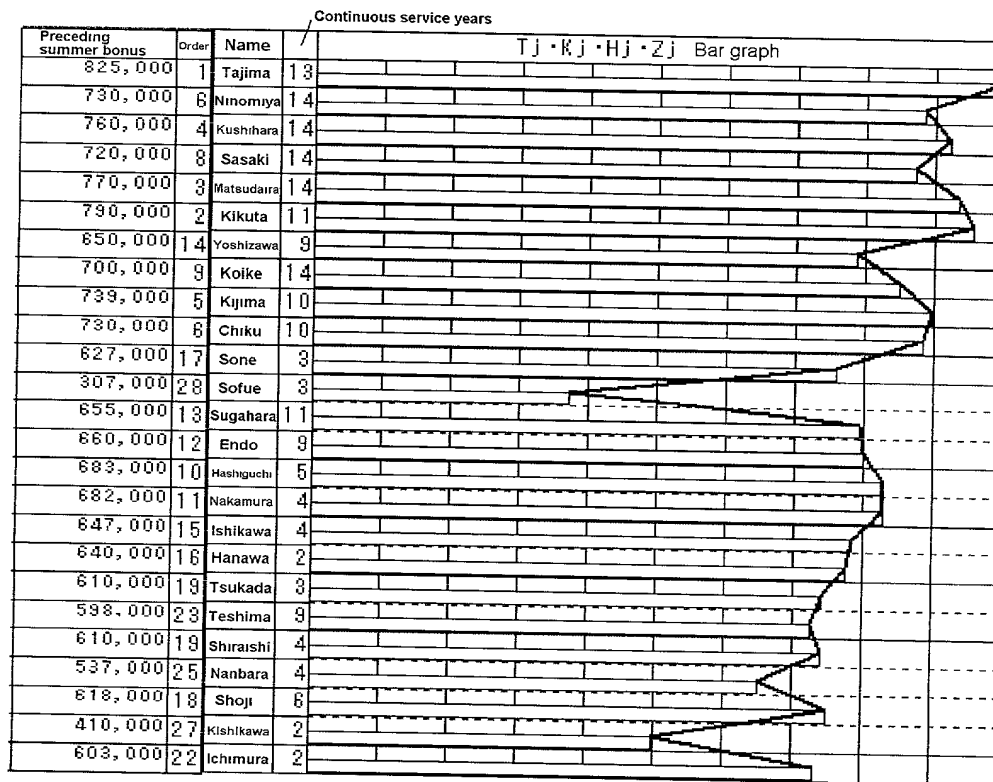
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Fig. 5



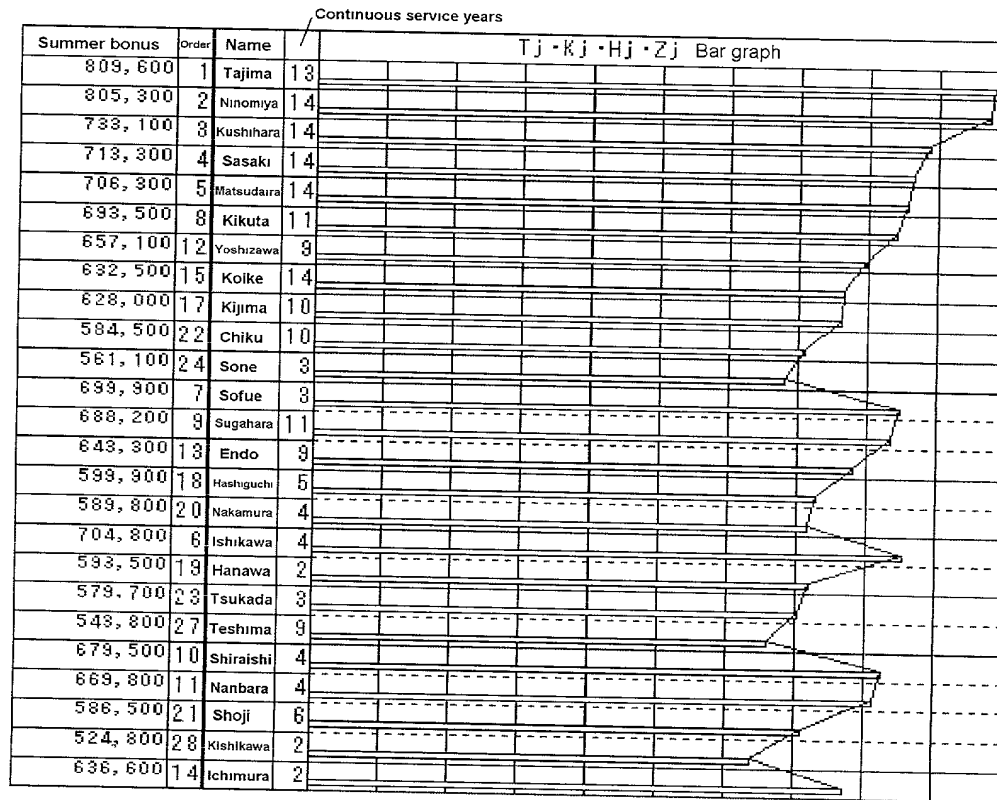
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Fig. 6



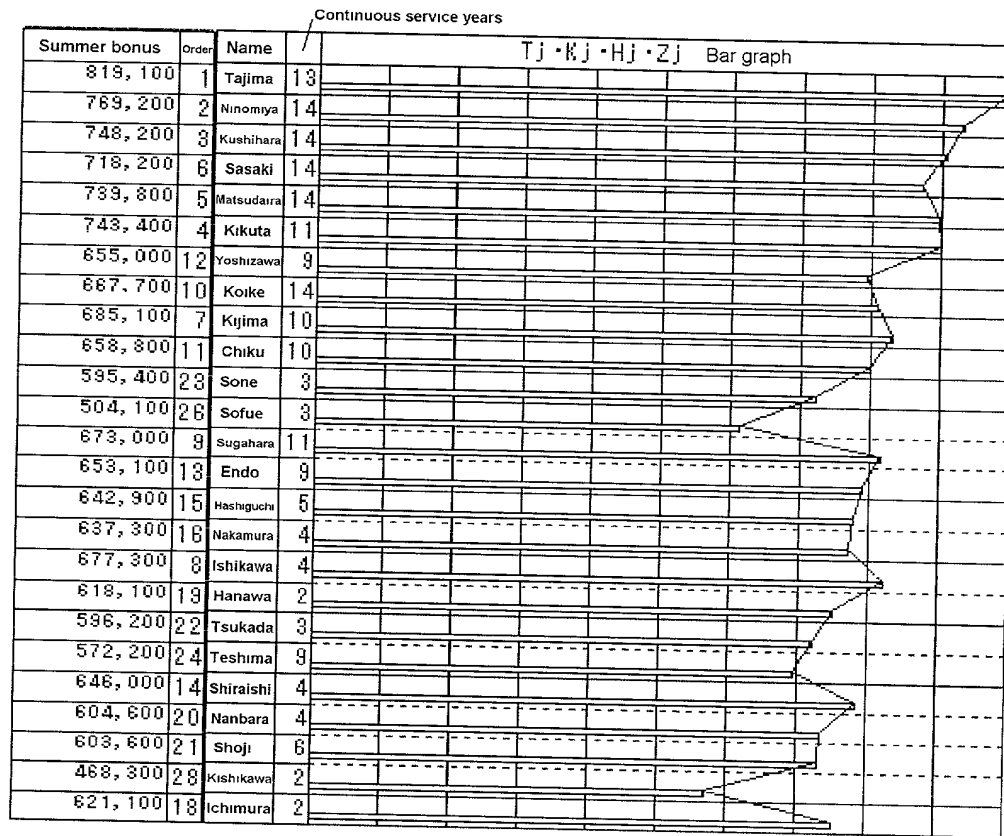
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Fig. 7



TOP SECRET

Fig. 8



1. **NAME** _____
 2. **DATE** _____
 3. **TIME** _____
 4. **LOCATION** _____
 5. **REASON** _____
 6. **REMARKS** _____
 7. **SIGNATURE** _____
 8. **OFFICE** _____
 9. **TELEPHONE** _____
 10. **ADDRESS** _____
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